



Master Chief Petty Officer of the Coast Guard Notes

MAR 2007 – JUL 2007

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MCPOCG CORNER

Deckplate take on the Coast Guard Reorganization

Admiral Thad Allen, the Commandant of the U.S. Coast Guard, is modernizing the way the Service does business. Last year he issued 10 Commandant's Intent Action Orders which are the basis for this Modernization, and are intended to improve command and control functions across the Coast Guard, reduce layers of bureaucracy, and improve mission support systems. This Modernization is designed to better prepare us for the challenges we face today. Challenges that include global terrorism, narcotics smuggling, pollution, and a variety of threats not even conceived 20 years ago. To combat these threats we are changing.... New organizations such as the Deployable Operations Group will significantly raise the level of response capability the Coast Guard can provide the nation. Our units are engaging in new tactics, and are using new equipment that has never been used before, from vertical insertion of boarding teams to use of vessel-to-vessel disabling fire on high speed migrant smuggling boats. In the post 9-11 world we need these capabilities to be effective, but to field this equipment properly, to safely employ new procedures, our legacy organization must change.

There will be changes in the way we organize and deploy our forces, the way we manage our resources, and how we maintain and sustain our platforms. All of these things will help our operators do their jobs more efficiently and effectively. In the modernized organization our people will see greater standardization and effectiveness in how we train, equip and provide forces for all of our missions. The focus from all parts of the Coast Guard will be on mission execution. The Coast Guard Modernization will be implemented over several years as we work with Congress and the Department of Homeland Security to finalize the critical details.

The Action Orders have evolved since their introduction and have now been combined into 5 major Modernization Efforts. These include plans to merge the two Area commands (Atlantic and Pacific) into a Coast Guard Operations Command (CG OPCOM), and a Coast Guard Forces Readiness Command (CG FORCECOM), the establishment of a Deputy Commandant for Operations (DCO) to provide policy for all operational programs, the creation of a Deputy Commandant for Mission Support (DCMS) to oversee the Coast Guard's support and logistic systems/processes, and the modernization of our Financial Management systems.

The creation of CG OPCOM will allow one commander in the field to be responsible for all Coast Guard mission execution rather than two distinct Area Commanders. What this means to our operators is a clearer line of command and control and shorter lines of communication between the strategic, operational, and tactical levels of mission execution.

Hand in hand with the plans to improve our command and control through the establishment of CG OPCOM are plans for a second field command. The creation of CG FORCECOM will allow one commander to train, equip, maintain, and generate doctrine for the entire service. One command to standardize the way we do things service-wide. CG FORCECOM will allow us to be more adaptable to emerging mission requirements. During my time at Station Marathon there was a huge increase in migrant smuggling from fast boats. We needed a warning shots/disabling fire capability. We developed that capability, but at least in the early stages it was almost completely driven from the field. The FORCECOM organization will enable the Coast Guard to get out ahead of rapidly changing needs and provide vital equipment, training, and doctrine as required. On another front, oversight of Standardization Teams will be a FORCECOM responsibility. I believe this will improve oversight of areas that are critically important to both the safety of our people and mission execution. New and changing mission requirements will be constantly evaluated against training and equipment standards. Items evaluated will run the gamut from standard Personnel Protective Equipment, to vessels, to even complex Dive gear.

The last major piece of our Modernization will be to improve our entire support system by creating the Mission Support Organization. The Coast Guard's current maintenance, logistics, and financial systems are extremely complicated with a lack of uniformity throughout our service. We will create a mission focused support structure to support operational effectiveness. The Mission Support Organization will be responsible for life cycle management of assets (ships, planes, shore facilities) from acquisition through disposal. Many of our current personnel management functions will also be included in this organization.

In our present system, two different Areas and two different Maintenance Logistics Commands sometimes mean two different ways of doing business. One OPCOM, one FORCECOM, and one Mission Support organization will correct this. Increased standardization pays big dividends toward mission execution. If anyone doubts this fact... our aviation community's response to Hurricane Katrina with an entire fleet of mixed crews and aircraft strikingly proves it.

It's important for all hands to understand three things 1) the primary missions of the Coast Guard have not changed, will not change, and ultimately will IMPROVE because of the Coast Guard Modernization. Search and rescue, law enforcement, marine safety, and aids to navigation will remain extremely important mission areas; 2) the world is rapidly changing and to be prepared for these changes, we must adapt and modernize the way we do business today; and 3) this Modernization will allow you to operate in a more agile, flexible, and responsive Coast Guard.

With any change, there will be some level of uncertainty and anxiety. The first question I usually get is, "what does this mean to me personally?" This Modernization represents a major change in the way the Coast Guard manages operations, readiness, and support functions. The goal is that there will not be any disruption of day-to-day execution of our missions, and that disruption will be minimized for our workforce as a whole. However, as with any large change there may be some unintended growing pains... our leadership will work aggressively to minimize these and ensure our people are taken care of. Admiral Allen is committed to keeping our workforce informed, and will pass Modernization details to all of the Coast Guard crew as they become available.

There is much more to be done and as the picture becomes clearer I will continue to keep you informed.

THOUGHTS ON EDUCATION

I recently received an email asking me what paygrade I was at when I received my first degree.

I have to admit that I did not start pursuing any educational goals until I'd been in the Coast Guard over 20 years and realize now that it was a big mistake. I made the same excuse many people make and maybe the same ones you're making right now, I was too busy, the units I was stationed at were too operational, and a variety of other excuses I kept making to myself. Things began to change beginning with my attendance at the Sergeants Major Academy in 2001. I started working on my education at the Academy and continued for the next three years. I completed my Bachelors degree and went on to get my Masters, however it would have been much easier if I would have paced it out over the years.

The opportunities we have as Coast Guard members with Tuition Assistance, the Montgomery GI bill, education grants through Coast Guard Mutual Assistance and the Coast Guard Foundation, distance learning, the Servicemembers Opportunity Colleges (SOCCOAST) and the numerous local community colleges and four year institutions are limitless. Everyone has the opportunity to pursue a degree or professional certification. Your military experience alone will provide you with some opportunities, but your military experience combined with your educational achievements will significantly increase your worth in the civilian job market.

LAW ENFORCEMENT WORKING GROUP

On April 1, 2007 the Law Enforcement Tactical & Security Group Occupation (LETSGO) Study Group, a group of 32 people from various offices throughout the Coast Guard, was chartered by the Chief of Staff to explore the possibility of a Law Enforcement rating. The group is currently reviewing 12 years of accumulated papers, studies and other documents addressing the LE rating issue. They have interviewed interested parties, met with the Charter Study Group, visited SMTC and the MLE Academy.

Potential courses of action have been identified including the possibility of a LE/Security rating. The final report is very near completion, and will be transmitted to senior leadership for a decision on the way ahead. I am confident that this effort is going to yield huge results for our organization.

COMPANY COMMANDERS

A Company Commander's duty is one of the most honored and valued positions a service member can hold, and is absolutely vital to the process of making a Coast Guardsman. A Company Commander can also be one of the most influential people in a new service member's life. Company Commander's are responsible for mentoring, counseling, instructing and most importantly passing on the heritages and traditions of our Coast Guard by instilling self-discipline, pride and esprit-de-corps. Company Commanders must be in excellent physical shape, possess a high degree of military bearing, and most importantly must live and breathe our Coast Guard values of "Honor, Respect and Devotion to duty."

We need superior Company Commanders. It is critical component to the Coast Guard's future success. The Company Commander School does an outstanding job preparing our members for such commitments. For more information, contact the Company Commander School Chief at (609) 898-6589 and visit the web site <http://www.uscg.mil/hq/capemay/CCSchool.htm>

ARMED FORCES RETIREMENT HOME

The Coast Guard is working with Congress to allow our members to participate in the Armed Forces Retirement Home (AFRH). In order for Coast Guard veterans to become eligible for the AFRH the service would support it through a \$.50 per month payroll deduction from each enlisted member, and Chief Warrant Officer. The AFRH has two locations in Washington, DC and Gulfport, MS (The Gulfport home was severely damaged by Hurricane Katrina and plans are under way with GSA to rebuild it by 2010). The AFRH's provide a top-notch retirement community for eligible DOD veterans. Recently the leadership of the CPOA, CWOA, CGEA, and former MCPOCG Vince Patton joined me in a visit to the AFRH and we were all genuinely impressed. For years our senior leadership has supported Coast Guard members having the same entitlement for the AFRH as their DOD counterparts and I believe we are close to accomplishing this goal.

MCPOCG QUESTION of the MONTH

With the release of these MCPOCG Notes you'll also find a new item on my website. I'm starting a new initiative to spur discussions about our tremendous history and culture. I receive hundreds of questions from all over the Coast Guard and beyond every month and believe now is the time to start asking all of you some questions. I will post a new question every month on my web site and the first regular, reserve, auxiliary or Coast Guard civilian person to answer the question correctly will receive a MCPOCG coin and will also have their correct answer posted. **Please send all responses to Ann.L.Tubbs@uscg.mil.** Here's the link to access the site <http://www.uscg.mil/comdt/mcpocg/>

SENIOR ENLISTED LEADERSHIP ADVISORY COUNCIL

In my last MCPOCG Notes I provided a list of initiatives that I've asked our CMC's and RFMC's to research and develop positions to positively influence change within the Coast Guard. As we move forward I will continue to provide you updates of significance below.

Project	Status
COTM INST/CCTI Guidance	MCPOCG Standing Order #1 to be released (JUL07).
Sector Silver Badge	Information integrated in Gold Badge Master Chief Program Instruction
Gold Badge delineation	Information updated in Gold Badge Master Chief Program Instruction
Honorary Chief Guidance	MCPOCG Standing Order #2 to be released (JUL07).
Alcohol Policy	Issue paper has been developed and currently in routing.
Leadership training	ALCOAST released for mandatory LAMS prior to E-6, other initiatives still pending.
OCONUS Screening	Changes are reflected in latest Personnel Manual update. Any new initiative's will be reviewed if required.
CMC INST/ Chain of Support	Information updated in Gold Badge Master Chief Program Instruction

UPCOMING EVENTS

CPOA convention

USO World Gala

Fleet Reserve Association National Convention

DoD Senior Enlisted Leaders conference

Trip to Russia

Office Staff		Disclaimer
YNCM Allen Meyer YNCM Ann Tubbs YNC Crystal Sparks YN3 Melissa Trevino	MCPOCG Executive Assistant MCPOCG Special Assistant Admin Chief & MCPOCG Scheduler Admin	These MCPOCG Notes are an informal means for information exchange to all Coast Guard members. The material contained within is not for record purposes nor does it represent any official Coast Guard policy.
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